

Exhibit 16

From: Melissa Lawrence <hmelissa@google.com>
To: Tech Transfers <tech-transfers@google.com>
Sent: Wed, 15 Nov 2017 08:56:59 -0800
Subject: L9 ladder transfer
[Nicholas Harteau - My qHire.pdf](#)

Hi team -

We have a L9 Noogler, [Nicholas Harteau](#), who was hired in as a TSC in the Office of the CTO in May 2017. He is interested in transferring to the SWE Mgr ladder as he is going to be managing a team of mostly SWEs and PMs.

I would like to avoid interviews for this transfer. What would be needed? His hiring packet is attached and has strong endorsements from Eric Brewer and Solomon Boulos.

I have a meeting with Nicholas's manager on Friday afternoon so would like to know next steps by then. Thanks!

Melissa

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Got questions?
Information for **YOU** at [go/MyGoogle](https://my.google.com) or peopleops-help@google.com